



**DEPARTMENT OF THE NAVY**  
CARRIER AIRBORNE EARLY WARNING SQUADRON 120  
1027 BELLINGER BLVD.  
NAVAL STATION NORFOLK, VIRGINIA 23511-2216

7900  
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20 Feb 20

MEMORANDUM

From: Commanding Officer, Airborne Command & Control Squadron ONE TWO ZERO  
To: All Hands

Subj: COMMAND SAFETY POLICY

1. Naval Aviation is not routine and while there is nothing inherently dangerous about our mission, there is inherent risk, and when things go wrong, they go wrong in very large measure. Successful mission execution requires all of our resources, specifically our people and our aircraft, to be in top condition. Every GREYHAWK must stay focused on their tasks and with a keen eye on safety. All Hands must pay attention to training, physical fitness, and be ready to operate with full mental capacity at all times. An uncompromising commitment to training and by-the-book procedures – both on the ground and in the air - are the only way to achieve the necessary culture of safety required to conduct flight operations and train the fleet's future Naval Aviators, Naval Flight Officers, and Naval Aircrewmembers.

2. Proper training is the foundation of safety. Safety can be considered the natural byproduct of knowledge, preparation, and discipline. Our daily training, preparation, and unwavering commitment to Operational Risk Management ensure that we have the tools to perform our mission safely. Learn your job as a professional; execute your job with the same professionalism.

3. All aircraft maintenance and aircraft flight operations shall be strictly performed by-the-book. Shortcuts, no matter how small, endanger lives and put our material assets at an unacceptable risk. The procedures in our "books" are written in blood and dollars – follow them. If you think there is a better way or the book is wrong, it is your responsibility to be proactive and submit safe, thoughtful solutions through the necessary processes – the current procedures still are applicable until new procedures are approved.

4. Safety Culture. We identify and mitigate risk through the application of Operational Risk Management, a proven safety concept. In our line of work, safety is a process, not a product - an ongoing effort that requires constant vigilance. We will never reach an end-state where all risk is eliminated; rather, through our continued commitment to fostering an outstanding culture of safety, we will actively manage the risk inherent in our work and our personal lives.

5. Every one of us, regardless of rank or experience, is a Safety Officer — everyday, on and off-duty. Courage is one of our Navy Core Values; you must have the courage to speak up whenever you see something potentially unsafe. Nobody is infallible — if you see something that appears or feels wrong, speak up without fear of reprisal. This is a training command and a "training time out" is acceptable. If an evolution is stopped, it will not restart until a supervisor feels the situation is safe to continue.

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6. Work hard and play smartly. Your actions off-duty have a profound impact on our readiness and your own future. Senseless injuries take away our most valuable resource – the Sailor, and often times the follow-up actions distract you and your chain-of-command, divert time from our primary mission, and place an additional burden on the backs of your shipmates. Enjoy your time off-duty, but do it with a safety conscience.

7. Operational Necessity. Operational necessity is almost non-existent in a training command. Operational necessity means accomplishing a mission is more important than our normal commitment to safety because the desired outcome is uncommonly important and worth much higher risk. At some time, everyone will feel pressure to make a launch or to meet a timeline — this pressure can be real or perceived. When you find yourself in this situation, remember we will work expeditiously within the bounds of our expertise and resources, but we will never cut corners. If the aircraft is down, you will not release or fly that aircraft. Operational necessity is exceptionally rare in peacetime, especially in CONUS. As such, I am the only one in the Command who will make this decision in VAW-120.

8. Again, everyone is a Safety Officer. Look out for yourself, your fellow GREYHAWKS, and enforce a safe working environment.

A handwritten signature in black ink, consisting of a stylized 'A' followed by a series of loops and a long horizontal stroke.

A. P. RYBAR